

September 2015

Dear Care Service Provider

Nursing and Midwifery Council Revalidation

We are writing to you to further raise awareness of the forthcoming changes to the re-registration of nurses and what this means for you if you employ registered nurses.

You may already be aware that the NMC has signalled its intention to introduce a model of revalidation for all registered nurses and midwives. The model of revalidation will bring changes that build upon the current post registration and practice (PREP) requirements, and whilst revalidation is the professional responsibility of an individual registrant, it will have implications for employers too. Planning is now at an advanced stage, and the first nurses and midwives will be expected to have to revalidate from 1st April 2016.

A KPMG survey of the revalidation pilot highlighted that there was not enough information to establish the level of awareness within the independent sector, so we wanted to take the opportunity to ensure understanding of the key points that care service employers should be aware of, the potential impact and actions to take in relation to revalidation of your registered nursing staff

- To successfully revalidate, nurses will be expected to demonstrate that they meet the practice and continuing professional development hours, have a professional discussion with another NMC registrant as well as have someone to act in the confirmer role (who may or may not be the line manager) and also ensure they have professional indemnity insurance in place.
- Employers will be expected to support their registered nursing staff to maintain their registration, which will of course enhance professional practice and should improve care. Many small independent care home owners and other service providers who are not themselves NMC registrants will need to set up protocols to enable this to happen.
- Small care homes / other services may employ a very small number of NMC registrants who may therefore be working in relative professional isolation; the loss of one or more these employees due to their inability to revalidate may make their services unsustainable and not meet legal requirements for staffing, etc.
- The NMC has written to every nurse and midwife, and it plans to do so again after the Council meeting in October, so your registered nurses should be aware that revalidation is on its way.

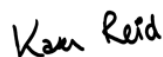
Preparing for revalidation may take some time and there are a number of resources available to support both individual registrants and employers, **which are listed in the attached appendix.**

We hope you find this information helpful, and in addition to the resources already available, you may find further support available through Scottish Care or by contacting Joyce O'Hare at the Care Inspectorate.

Yours sincerely



Fiona McQueen
Chief Nursing Officer
Scottish Government



Karen Reid
Chief Executive
Care Inspectorate

Appendix of helpful resources

The NMC website contains many resources available to support registrants and employers in preparing for revalidation: www.nmc.org.uk

In particular, information on revalidation can be found at www.nmc.org.uk/standards/revalidation/

The NMC is in the midst of reviewing the guidance, templates and other supporting information in preparation for their final decision to launch revalidation on 8th October and you may wish to check after that date for further information

Specific information for employers is at:
<http://www.nmc.org.uk/standards/revalidation/revalidation-for-employers/>

Encourage nurses to check to find out when their revalidation date is due at:
<http://www.nmc.org.uk/registration/nmc-online/>

Educational resources and other information have been drawn together to support registrants with the skills they might find helpful at:
<http://www.knowledge.scot.nhs.uk/revalidation.aspx>

Encourage registrants to sign up for an e-portfolio at:
<http://www.knowledge.scot.nhs.uk/revalidation/eportfolio.aspx>